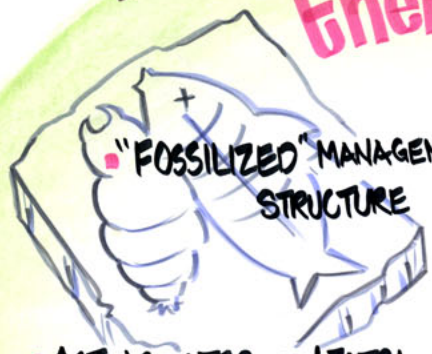


# Short Term Wins

## ACF EMPLOYEES

### themes-



▪ "FOSSILIZED" MANAGEMENT STRUCTURE

▪ CHANGE THE DEFINITION OF EMPLOYEE GROWTH OPPORTUNITIES

▪ ACT AS INTER- and INTRA-COLLABORATORS & CONVENERS

Requires skills strengthening and culture change.

### - WINS -

- Appraisals
- Authority
- Flexibility
- MANAGE culture change reflected in:
- Accountabilities
- Reward

- CREATE more clearly defined work outcomes
- PROVIDE training or cross-training in:
  - Leadership
  - Collaboration
  - Programs that are internal & external to ACF

▪ CREATE a system to spread institutional knowledge

▪ Tuesday morning senior staff meeting with an interoperable view

## CUSTOMERS

### themes-



▪ BE THE "GO TO" AGENCY

▪ BE THE THOUGHT LEADER ON FAMILY POLICY

### TO DO THIS WE WILL NEED TO...

- Seek stakeholder input
- Undertake inter-jurisdictional learning
- Take on a partnership role, not just enforcement

### The result will be:

SEAMLESS BENEFITS AT THE LOCAL LEVEL

### - WINS -

- GET stakeholder input
- CREATE and RESOURCE collaboration between federal programs
- ENSURE customers know what's already allowed
- EXPECT cultural competency from staff
- SHARE best practices across all clients and stakeholders
- CREATE cross-program demonstration Wavers and Grants
- ESTABLISH an interoperability team that facilitates change
- BRANDING funding
- SHARE best practices at a conference
- CREATE grantee feedback opportunities on the application process
- USE strength/asset based language
- INCENT innovation in waivers and funding opportunities,
  - balanced with the need to use evidence-based practice

## EXTERNAL STAKEHOLDERS

### themes-



▪ BRAND ACF

▪ CREATE FLEXIBILITY IN FUNDING STREAMS

▪ CONVENE NATIONAL ORGANIZATIONS EVERY SIX MONTHS

### - WINS -

- "REDESIGN" the website inclusive of new content, Proactive and Updating
- ENGAGE OMB in cross-programs
- FIND a travel budget for real-time visits and road trips
- CONVENE advocates and national organizations across silos.
  - Hear their ideas
  - Create engagement mechanisms within departments/agency
  - Convey our cross-program, whole family vision
  - Create understanding
- PILOT grants across departments, programs and agencies
  - Comprehensive funding strategy
- Proactively PROVIDE technical assistance to Congress through briefings